

**GLOBAL AGREEMENT ON HEALTH & SAFETY
OF THE GDF SUEZ GROUP**

PREAMBLE

One of the objectives of the signatories of the GDF SUEZ global agreement of 16 November 2010 on fundamental rights, social dialogue and sustainable development was to continue the social dialogue, and in particular to achieve global agreements on specific issues, including health and safety.

The signatories of this agreement therefore resolve to define and implement some fundamental principles regarding health and safety at work within GDF SUEZ companies, and to the fullest extent possible, within the GDF SUEZ supply chain and sphere of influence¹.

Health and safety for all is at the heart of the GDF SUEZ's human and social project. The Group's ambition is to get each and every person - Director, Manager, Employee, Service Provider - to play a proactive role in their health and safety and in that of others.

This fundamental requirement was formalised on 23 February 2010 through the signature of an European Group Agreement which sets out the fundamental health and safety principles, backed by a Group Action Plan for 2010-2015, which identifies concrete actions to be carried out over that period.

GDF SUEZ and the Global Union Federations have expressed the wish to strengthen and extend these initial commitments by giving them a global dimension, through this agreement.

¹ See the OECD Guidelines for Multinational Corporations, and the UN Guiding Principles on Business and Human Rights for references to the sphere of influence concept. As examples, GDF SUEZ's sphere of influence could include: partnerships, co-production agreements, suppliers and/or vendors, and contractors and sub-contractors of any of these

PART 1 : SCOPE OF APPLICATION

The legal scope of application of this Agreement on the fundamental principles governing health and safety is global. This agreement supplements and is based on, but does not supersede or nullify, the European Group Agreement of 23 February 2010 (and any subsequent revisions) which continues to apply in Europe. It is therefore applicable to all GDF SUEZ sites and operations, and globally consolidated subsidiaries within the GDF SUEZ consolidation scope. To the fullest extent possible it is also applicable to sites and operations within GDF SUEZ's sphere of influence, without any geographical restrictions.

PART 2 : PRINCIPLES

The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations and the prevention amongst workers of departures from health² caused by their working conditions³ is based on respect for eight (8) basic principles :

1. Taking risks into account in any decision-making process

Prior to any decision (project, acquisition, investment, operations, large-scale organisation, contract with a client, etc.) it is important to identify the hazards and assess risks in order to control them.

All Group processes, and in particular procurement processes, must also take into account risk aspects as an overriding criterion.

People's health and safety must prevail over continuity of services.

Risk assessment and control decisions must always take into account the appreciations of those who face the risk. Adequate resources must be allocated to identify the hazards and control risks to meet health and safety commitments.

2. Participatory approach to the prevention of hazardous situations

Accident and occupational diseases prevention⁴ is based on the recognition that the number of accidents, incidents, particularly of high potential severity, malfunctions and hazardous situations are linked.

Identifying hazardous situations and adopting preventive and corrective measures requires joint and active participation from management, health and safety experts, employees and their trade unions (or where none such exist, with

² For example : accident and illness

³ The definition is from the ILO/WHO joint definition of occupational health. Hazard refers to the inherent properties of something, while risk refers to the extent of exposure to a hazard and the likelihood that it will cause harm

⁴ The Group's Health & Safety rule n°3 lays out the minimum requirements for effective management of accidents and incidents linked to the activities of GDF SUEZ entities and aims to prevent them reoccurring through a detailed analysis of the causes and targeted communication

the most representative body or organisation according to country)⁵ in order to achieve a sustainable reduction in the number of hazardous situations and behaviours. The joint analysis of accidents, occupational diseases, incidents and dangerous situations by these various groups of people must lead to the search for and the treatment of the underlying causes, which can be technical, organisational, human and/or which related to the work environment.

3. Promotion of a climate of trust and dialogue

The involvement expected from each and every one requires the promotion of a climate of trust and dialogue whereby all employees are encouraged to join forces to eliminate hazards wherever possible, reduce risks, and build a real shared integrated health and safety culture.

Employee motivation is developed through encouragement of proposals for prevention and training, and recognition of successful ones.

In this spirit, identifying mistakes is a source of progress. In most cases, they are caused by organisational and human factors.

Moreover, the Group undertakes to assist any employee who may be held legally responsible for health and safety aspects relating to his work, in consultation with the employee concerned.

4. Classification of prevention

This undertaking consists, in order of priority, of :

- eliminating hazards at their source,
- reducing the probability of occurrence of the undesirable event through preventive measures aimed at limiting risk exposure to a level in line with the principle of ALARP - As Low As Reasonably Practicable,
- creating collective protection mechanisms (e.g. engineering controls) to reduce the potential seriousness of the undesirable event,
- wearing personal protective equipment.

5. Intercomparison, sharing and feedback provision

Internal and external comparison (benchmarking⁶) as well as the provision of feedback enable the identification and sharing of good practices as well as the development of our capacity to act when it comes to prevention. These take into account the analysis of accidents, incidents, industrial malfunctions, hazardous situations and health hazards. Other quantitative or qualitative indicators as discussed with the "Extended Reference Group on health & safety Committee" may also be observed and subject to audit.

⁵ GDF SUEZ undertakes to involve the employee representative bodies in the analysis of hazards, risks and accidents, regardless of the applicable national legislation

⁶ While recognizing the limitations of statistics and audits, benchmarking needs to be carried out using auditable Group indicators in order to allow entities to compare themselves appropriately, with a view to achieving real improvement

6. A prevention and protection level to our service providers⁷ equivalent to that of our employees

Service providers and external workers contribute to the quality of our activities and to the safety of our processes. We therefore need to define health and safety conditions that are in line with our requirements in writing, promote them together, and ensure they are carried out.

In order to limit risks, we will look, in particular, at limiting the number of levels of subcontracting.

7. Compliance with regulations and internal rules

Compliance with local regulations is mandatory. Moreover, the Group's internal rules apply to all entities irrespective of where they are located or their circumstances. They impose a minimum level which may be higher than local requirements.

These regulations, rules and instructions must be known, understood, and complied with by all of those who need to apply them.

Mistakes can be punished as such if, after in-depth analysis, they are found to be intentional and/or recurrent.

8. Crisis management preparation

Each entity, regardless of its size, prepares, jointly with the employee representatives, an internal emergency plan ensuring business continuity, as long as employees' health and safety are not at risk, which must include :

- alert and evacuation procedures,
- necessary resources to cater to and control all foreseeable emergency situations,
- organisation of crisis management including a business continuity plan.

The operational nature of internal emergency plans must be checked regularly through appropriate drills. Feedback on these drills and on actual incidents or accidents will enhance the continuous improvement process.

⁷ The Group's Health & Safety rules n°1 and 2 respectively, set out the minimum Group-wide requirements for when a temporary worker is hired or when certain activities are trusted to a business external to the Group

PART 3 : SUPPORT POINTS

The prevention approach is based on the involvement of managers and of each and every one, on dialogue between employees and management, on a management and communication system. It must encourage a strengthened shared culture with regard to group health and safety.

Article 3.1 : Involvement of managers

Managers' commitment⁸ in the field of health and safety consists in particular of :

- ensuring that the work environment is sound and safe through hazard identification, risk assessment and control, and monitoring,
- facilitating a strong internal responsibility system that clarifies and formalises the roles and responsibilities of each and every one integrating social dialogue with employees and their trade unions (or where none such exist, with the most representative body or organisation according to country),
- allocating work in such a way as to ensure the adequacy of skills and the organisation of workload,
- taking direct operational responsibility for safety with the support of experts,
- preparing procedures, disseminating them, ensuring they are properly understood, and monitoring their application through all appropriate measures⁹,
- training and developing expertise :
 - of line managers in health and safety management,
 - of the personnel in risk assessment and in the application of the related procedures,
- informing of all personnel on their rights :
 - to receive information and training about the hazards of their work and how to perform it safely;
 - to refuse to perform or to shut down unsafe work where there are reasonable grounds to believe that the work in question endangers health or safety;
 - to play a full and meaningful role in the internal responsibility system, notably via the Joint Health and Safety Committee (or where none such exist, with the most representative body or organisation according to country),

⁸ The Group's Health & Safety rule n°6 instates compulsory annual evaluations for managers on their level of commitment, their results and those of their teams in the area of Health and Safety

⁹ The Group's Health & Safety rule n°5 sets out the minimum requirements for the implementation of a system of work permits.

- mobilising employees, individually and collectively, as part of a participatory approach to continuous improvement and maintenance of best practices,
- leading by example in terms of behaviour, professionalism, rigour,
- demonstrating commitment through regular presence in the field and at team level,
- suspending or discontinuing an activity if it cannot be carried out in accordance with the required health and safety conditions,
- Integrating, assisting and supporting disabled employees and those who return to activity after an accident or illness.

Article 3.2 : Involvement of each and everyone

Health and safety requires everyone's participation, irrespective of their position within the company¹⁰. In practice, this consists of :

- building a strong internal responsibility system integrating social dialogue with employees and their trade unions (or where none such exist, with the most representative body or organisation according to country),
- respecting the rights of workers to know about workplace hazards, and to refuse or shut down unsafe work,
- understanding and applying rules and procedures,
- actively participating in training and education courses, to develop the knowledge and skills necessary for evaluating risks and applying the related instructions,
- making sure that the hazards of each activity have been properly identified and the risks assessed and controlled before each intervention. In the event of serious and imminent danger, stopping the activity immediately,
- actively ensuring his own health and safety and that of others,
- raising awareness of both hazardous situations and good practices,
- taking initiative and proposing improvements.

Article 3.3 : Dialogue between employees and management

Health and safety are common issues of corporate cohesion which require a willingness of all parties to enter into dialogue and consultation.

At Group level, an "Extended Reference Group on health and safety Committee" will be composed of management representatives, not more than eight (8), and of eight (8) worker representatives, if possible from GDF SUEZ subsidiaries.

¹⁰ The employee representative bodies and trade unions play a key role in improving health and safety for all stakeholders in the business.



The worker representatives will normally be drawn from the following organizations: IndustriALL Global Union (2), Public Services International (2), Building and Woodworkers International (2), and 2 from the European “Health & Safety Steering Committee”. By mutual agreement the organizations appointing the eight worker representatives will seek to have representation from all geographic regions of GDF-SUEZ operation, and to include at least three (3) women.

The “Extended Reference Group on health and safety Committee” ’s role is to see to it that the commitments and principals in this agreement are fulfilled, and suggest actions for improvement.

It monitors performance in terms of health and safety, in compliance with legal provisions and the standards and recommendations from the International Labour Organisation, and can pass their suggestions to GDF SUEZ Health & Safety management.

Twice a year, the members of the “Extended Reference Group on health and safety Committee” will be informed of activities and significant events.

Once a year, the Health and Safety GDF SUEZ Management will present a summary of health and safety activities and results to the “Extended Reference Group on health & safety Committee”, in particular regarding the implementation of this agreement’s principles and commitments.

Locally in each entity, Joint Health and Safety Committees, made up of employee representatives and their trade unions (or where none such exist, with the most representative organisations according to country) and management representatives with the support of occupational doctors and of experts in the field of health and safety, monitor health and safety results, and are involved in identifying hazardous situations, planning and following up on preventive measures.

Article 3.4 : Medium Term Action Plan and Communication

In order to take into account GDF SUEZ’s activities and location, a medium-term Health and Safety action plan (over five years 2015-2020) will be implemented by major geographical area and/or type of activity. The follow-up will be done each year during the “Extended Reference Group on health & safety Committee”.

As part of the development of social dialogue, the works of the “Extended Reference Group on health & safety Committee” as well as the objectives set will be systematically shared with representatives of Global Union Federations at the annual meeting of the Extended Reference Group in the presence of General Management. Information will be forwarded at least one month prior to the meeting of the Extended Reference Group.



After these discussions, the Health & Safety Department of GDF SUEZ will inform Health & Safety Managers of each of the Group's Business Lines of the analyses, comments and recommendations from the "Extended Reference Group on health & safety Committee" and from the "Extended Reference Group" on the decisions taken.

Moreover, it is essential to have a bidirectional communication. It must promote :

- ▲ knowledge :
 - of health and safety policy,
 - of the objectives sought,
 - and of results,
- ▲ the sharing of feedback and of internal and external good practices.

Communication must be transparent, concrete, positive, participative, in order to consolidate the health and safety culture. It must allow a response to all Health and Safety questions brought up by staff.

GDF SUEZ also communicates on risk prevention or reduction with its clients, its service providers and more generally with third parties concerned by its facilities and activities. Communication must extend to all clients who are users of its products and services and to the public concerned.

PART 4 : SPECIFIC PROGRESS GOALS

Through this global agreement, GDF SUEZ undertakes in particular to achieve the following progress goals :

- ▲ Eradication of fatal accidents having a causal link with the Group's activities¹¹.
- ▲ Continuous reduction of the number of accidents at work while maintaining attention on the quality of statistics and guarding against unintended consequences (e.g. reduced reporting to meet the target).
- ▲ Continuous improvement of health at work¹² by phasing out products containing substitutable toxic substances, in particular CMR substances (chemicals classified as carcinogenic, mutagenic or toxic to reproduction).

¹¹ GDF SUEZ drew up 9 "Life-saving rules" that are at the heart of a system in which each person has a role to play and which aims for zero fatal or serious accidents.

¹² The Group's Health & Safety rule n°7 sets out the minimum requirements that the whole Group's entities should respect in order to protect and preserve, at medium and long term, health and safety of our Group's employees and our service providers

In addition, the signatories are aware of the issues that sub-contracting activities involve in terms of health and safety, both for employees of the concerned companies and for third parties.

Given that recourse to sub-contracting is particularly significant in the construction phase of industrial and infrastructural projects, GDF SUEZ undertakes that, for each of these projects¹³, which are in rapid international expansion, a health and safety procedure will be established ensuring that :

- ✧ an assessment is carried out of the risks involved at each phase of the project : launch, planning, implementation, closing and transfer,
- ✧ local health and safety regulations are identified and complied with,
- ✧ that clauses of contracts with sub-contractors include health and safety requirements to be complied with,
- ✧ the final approval includes criteria for the acceptance and inspection of Health and Safety aspects.

PART 5 : FINAL PROVISIONS

The “Extended Reference Group on Health and Safety Committee” is responsible for monitoring the Agreement in accordance with the conditions laid down in Article 3.3 and for defining the indicators as well as the terms to monitor and control.

This agreement will be translated into all relevant languages. However, only the original version in English (the signed version) is considered to be authoritative. Questions relating to the interpretation of this agreement are the sole prerogative of the “Extended Reference Group on Health and Safety Committee”.

This agreement will come into effect on 13 May 2014 and is entered into for an unlimited period. It may be revised in accordance between GDF SUEZ Management and at least 2 of the Global unions who signed it.

It may be terminated with advance notice from any party respecting a deadline of six months. In case of termination, the signatories agree to meet within this period of termination (six months) seeking to replace this agreement by an amended version.

This agreement is signed in 5 originals. Each Global Unions signatory will have an original copy.

Paris, 13 May 2014

For GDF SUEZ SA and Group subsidiaries,

For BWI,

Gérard MESTRALLET

¹³ The Group’s Health & Safety rule n°9 sets out the minimum requirements in terms of Health & Safety for all Group’s entities as part of their projects.